



Healthy Albertans.
Healthy Communities.
Together.

MD Culture Shift

February 2024

Welcome to *MD Culture Shift*, an Alberta Health Services (AHS) publication created by physicians for physicians through the Physician Diversity, Wellness and Leadership Development (MD Culture Shift) stream within the Physician Experience Team.

February 2024 Celebrating Health, Upcoming Events & For Your Information

We would like to recognize that our work takes place on historical and contemporary Indigenous lands, including the territories of Treaty 6, Treaty 7 & Treaty 8 and the homeland of the Métis Nation of Alberta and eight Métis Settlements. We also acknowledge the many Indigenous communities that have been forged in urban centres across Alberta.

Topics

February 2024 AHS Celebrating Health

- Pink Shirt Day – Feb. 28
- Black History Month

Upcoming Courses/Sessions

- Changing Your Self Criticism to Self Compassion – Jan. 31
- What You Didn't Know About Sexual Violence and... Weekly Sessions
- Leading with Wellness – Feb. 14 & Feb. 15
- MD Culture Shift CoP – Feb. 21
- Critical Leadership Conversations – March 21

Upcoming Events

- Mindful Practice in Medicine – Feb. 21 – 24
- Implicit Bias in Medicine – March 4
- Thriving at the Heart of Healthcare – April 13

For Your Information

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February 2024 Celebrating Health

Pink Shirt Day – February 28, 2024

[Pink Shirt Day](#) is an international anti-bullying campaign that was started by students in Nova Scotia. Pink Shirt Day began in Canada in 2007 when two students, David Shepherd and Travis Price, took a stand against bullying after a student experienced harassment and homophobia for wearing a pink shirt to school. The campaign supports people in taking respectful actions to stop bullying at school, at work and online.

We encourage everyone to be kind and choose respect by wearing pink on Feb. 28 to [live our values](#) by being an [upstander](#) and [ally](#). Also, take a few minutes to learn more about how to create [respect in the workplace](#).

For more resources, visit [Change the Conversation](#), [Respectful Workplaces](#) and [Diversity & Inclusion](#). You can also read our [blogs](#) to learn more about Pink Shirt Day.

Black History Month

Black History Month is celebrated every February in recognition of the diverse culture, rich heritage, and historic achievements of the Black Community in Canada.

It is also a critical time to raise awareness of the many inequalities they face every day and to advocate for the dismantling of anti-Black racism that persists throughout Canadian society.

At AHS, we have the privilege of working with and caring for people from a variety of cultural backgrounds. We know that racism, discrimination and intolerance exist within AHS, and it is our goal to foster an inclusive and respectful environment for all.

Questions? Contact: diversityandinclusion@ahs.ca

Upcoming Courses and Sessions

Courses to Support a Trauma-Informed Workplace – Available on MyLearningLink now

Trauma-Informed Leadership Training (TILT), Trauma Aware Culture Training (TACT) and Trauma-Informed Protective Strategies (TIPS) are now available to register on [MyLearningLink](#)*. **Each course is held monthly from 12 – 1:30 p.m. or 4 – 5:30 p.m.** Dates available up to May 2024 (see below). Content will be covered in the first hour followed by an optional half hour for open discussion.

Facilitated by AHS Certified Community and Workplace Traumatologists, these sessions focus on trauma informed leadership practices, trauma aware principles

and trauma protective strategies to create and foster a healthy workplace culture. This course offering is available to anyone who is interested.

These courses are an Accredited Group Learning Activity (Section 1) as defined by the Maintenance Certification Program of the Royal College of Physicians and Surgeons of Canada.

TILT:	TACT:	TIPS:
February 22	February 7	February 13
March 14	March 7	March 19
April 16	April 3	April 23
May 7	May 14	May 23

Note, there are no prerequisites required for each course, however, it is recommended to take TILT, TACT then TIPS respectively. Ad hoc sessions for department teams are available upon request by contacting mdcultureshift@ahs.ca.

MD Culture Shift Community of Practice – You’re Invited

The MD Culture Shift Community of Practice (CoP) brings together Alberta physicians interested in advancing wellness and diversity. Physician members are supported with a community to share ideas and experiences, celebrate successes, and foster learnings through collective knowledge and wisdom.



Co-led by Dr. Florence Obianyor and Dr. Charlie Chen, AHS Physician Advisors, Diversity, Wellness and Development



You are invited to attend the next CoP meeting on **Feb. 21 from 12 – 12:50 p.m.** via MS Teams.

Future CoPs are scheduled the third Wednesday of every month for one hour. If you would like to attend and be part of ongoing CoP meetings, please contact mdcultureshift@ahs.ca. We look forward to seeing you!

Change Your Self Criticism to Self Compassion

You may think self-compassion seems like it will foster laziness, self-indulgence, self-pity, and selfishness. It seems like being weak, too easy on yourself, letting yourself off the hook and not holding yourself accountable. However, research shows people with high levels of self-compassion have standards just as high as anyone else, the difference is that they have more of the positive states such as

happiness, optimism and life satisfaction and they have improved connections and relationships. They have increased motivation and emotional stability, and they can pick themselves up and try again.

In this interactive experiential session learn and practice techniques for motivating yourself with encouragement rather than self-criticism.

Date: Wednesday, Jan. 31
Time: 7 – 8:30 p.m.
Place: Virtual Session via Zoom

To register and for more information, click [here](#).

What You Didn't Know About Sexual Violence and...

As we welcome the new year, the Office of Faculty Development and Performance invites you to check out the latest offerings from our Sexual Violence Educator, Dr. Kiara Mikita. The weekly "What You Didn't Know About Sexual Violence and..." Wednesday series is being re-launched with all new sessions. Throughout January and February, we are holding various online lunch hour learning sessions developed to increase awareness and promote safe and healthy spaces to learn and work in.

Topic: Why Didn't She Just Report It?
Date: Wednesday, Feb. 6
Time: 12:10 – 12:50 p.m.
Place: Virtual Workshop via Zoom

Topic: Men, Allyship, and Sexual Violence
Date: Wednesday, Feb. 22
Time: 12:10 – 12:50 p.m.
Place: Virtual Workshop via Zoom

Advanced registration is required. To register and for more information, click [here](#).



Office of Faculty Development and Performance

Virtual Medical Leadership Series hosted by Dr. Curtis Johnston: Leading with Wellness by Dr. Charlie Chen

Join Dr. Charlie Chen, Physician Advisor for AHS Provincial Medical Affairs Diversity, Wellness and Development team for AHS on either February 14 or 15 for a session on Leading with Wellness. Learning objectives for leaders for the session include:

1. Use the Leader Behaviour index to inform physician wellness work
2. Engage physicians they lead in strategic and empowering conversations

3. Find strategies to strengthen community and camaraderie amongst their physician group

Date: Wednesday, Feb. 14
Time: 4 – 5:30 p.m.
Place: Virtual Session via Zoom

Date: Thursday, Feb. 15
Time: 7 – 8:30 a.m.
Place: Virtual Session via Zoom

To register and for more information, click [here](#).

Critical Leadership Conversations: Module 3

The focus of our third course in the Critical Conversations series is to assist medical leaders in developing the skills they need to have effective development or review conversations with their front-line physicians or other leaders that report to them.

There will be four one-hour virtual lecture sessions between March 21 to May 2.

This course is eligible for Section 3 CME credits.

Upcoming dates and registration:

Thursday, March 21	4:30 – 5:30 p.m.	Register here
Thursday, April 4	4:30 – 5:30 p.m.	Register here
Thursday, April 18	4:30 – 5:30 p.m.	Register here
Thursday, May 2	4:30 – 5:30 p.m.	Register here

For more information please contact: Lori-ann.paul@ahs.ca

Upcoming Events

Direct from the renowned University of Rochester, the Mindful Practice in Medicine Core Workshop, developed by physicians to help medical practitioners and educators respond to the erosion of joy in their work, provides an experiential and interactive learning environment. The approach is evidence-based as it lessens the effects of burnout and improves well-being, engagement with work, and patient-centered compassionate care.

Please join for a retreat-like workshop designed to energize your clinical work while helping you find joy and resilience, through honing your self-awareness and deep listening skills that are keys to navigating stressful and demanding situations you face daily.



To register and for more information, click [here](#).

Implicit Bias in Medicine – March 4

As members of the Cumming School of Medicine (CSM) community, we should all be aware of implicit biases, especially as they pertain to our context(s) or role(s) here at the school and how it affects our work and learning: how to recognize implicit bias, reflect on your own biases, and identify strategies to mitigate bias.

At the end of this workshop participants will have learned to:

- Describe types of implicit bias and their impact
- Identify personal implicit biases
- Develop strategies to mitigate implicit biases
-

Date: March 4

Time: 1 – 4 p.m.

Where: Online

To register and for more information click [here](#).

Thriving at the Heart of Healthcare – April 13

Let's have a conversation about a healthcare system where you feel passion and joy. This day will combine four related workshops into a one-day retreat where physicians and those who support physician programs can converse, network, learn, have some fun and make some commitments to change. Led by three experienced physician coaches recruited from the membership of the Canadian Physician Coaches Network, the



intimate workshop will have four sessions and a networking lunch. One day, four linked workshops, a new perspective on professional life.

Date: April 13

Where: Manteo Resort, Kelowna

Faculty: Drs. Anne McNamara, Tom Wright and Malcolm Ogborn

Registration is limited. To register and for more information click [here](#)

For Your Information

What's Your Balance?

Wellness is a priority at AHS. As a healthcare organization, we want to lead by example and inspire others to live healthy and well. The 'What's Your Balance?' campaign started in 2018 and has continued to evolve. This wellness initiative creates opportunities for staff to find a healthy balance and share their stories.

To learn more about this initiative, click [here](#).

Wellness4MDs Program: Mental Health Support for Physicians, Residents, and Medical Students

Are you a physician, post-graduate medical trainee or medical student in Canada? Are you seeking support to deal with stress, burnout, anxiety or depression, build resilience and maintain or improve psychological wellness?

If so, subscribe to the Wellness4MDs program to receive free daily cognitive behaviour therapy-based supportive text messages and mental health literacy information

Text "WELLMD" to 1-855-947-4673 to subscribe. You can stop receiving the messages by replying "STOP" at any time.

This program is sponsored in part by the Mental Health Foundation, University of Alberta and the Royal College Foundation.

If you have questions about the program, contact vn602367@dal.ca

Wellness4MDs is sponsored by:



Well Doc Alberta Education Bulletin

Well Doc Alberta Education Bulletins aim to enhance literacy and awareness on various physician wellness topics. In this bulletin, they explore what physician wellness entails, some high-level differences between occupational distress syndromes and mental illness, drivers of burnout, and how to address burnout while promoting wellbeing for physicians.

Resource Information

Well Doc Alberta

Well Doc Alberta is a collaborative, co-operative initiative aimed at advancing physician wellness through evidence-based education and prevention.

Well Doc Alberta

Shaping the future of physician wellness, together

Physician & Family Support Program

1-877-SOS-4MDS (767-4637)

International: 403-930-0529 (you may call collect)

CONFIDENTIAL 24 Hours a Day/7 Days a Week/365 Days a Year

Alberta Medical Association Physician and Family Support Program



Please reach out to MDCultureShift@albertahealthservices.ca if you have feedback or suggestions for topics in future newsletters.